

[Translation for Reference and Convenience Purposes Only]

Corporate Governance Report

Please note that this document is an unofficial translation of the Corporate Governance Report of ITOCHU ENEX Co., Ltd., which has been reported to the Tokyo Stock Exchange. ITOCHU ENEX Co., Ltd. provides this translation for reference and convenience purposes only, and without any warranty as to its accuracy or as to the completeness of the information. In case of any discrepancy between this translation and the original Japanese version, the original shall prevail.

Last Updated: June 17, 2026

ITOCHU ENEX Co., Ltd.

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Stock Code: 8133
<https://www.itcenex.com/en/>

The corporate governance of ITOCHU ENEX Co., Ltd. (the Company) is described below.

I. Basic Views on Corporate Governance, Capital Structure, Corporate Profile and Other Basic Information

1. Basic Views

In accordance with the Corporate Philosophy, the Employee Code of Conduct (Be Ethical: Reliability and sincerity, creativity and ingenuity, transparency and integrity) and the Declaration of the Group Code of Conduct, the Company is continuously strengthening corporate governance in response to the changing business environment by always concentrating on ensuring thorough compliance as a corporate citizen, focusing on shareholders returns, ensuring managerial transparency and making decisions more quickly.

Specifically, as a company with Audit & Supervisory Board Members (or an Audit & Supervisory Board), the Company ensures that its Audit & Supervisory Board Members will fully implement managerial monitoring to enhance their monitoring and oversight function and transparency in decision-making.

The Company publishes its Corporate Philosophy, the Employee Code of Conduct, and the Declaration of the Group Code of Conduct. For details, please refer to:

<https://www.itcenex.com/en/corporate/mission/>

[Reasons for Non-compliance with the Principles of the Corporate Governance Code]

The Company complies with all principles set forth in the Corporate Governance Code

This report has been prepared in accordance with the Corporate Governance Code dated June 11, 2021.

[Disclosure Based on the Principles of the Corporate Governance Code]

(Principle 1.4)

- Cross-shareholdings

〈Policy on cross-shareholdings〉

The Company has a policy of cross-shareholdings solely on the condition that holding such shares is deemed to have commercial potential in the future and is strategic. The policy is limited to holdings in which the chances of achieving an investment return are high and the holdings contribute to increasing the Company's corporate value.

With regard to such shares we already hold, the Board of Directors examines the reasonability of the holding of individual shares every year and the continuation or reduction of cross-shareholdings will be properly determined from the perspective of the chances of achieving the expected investment purpose or whether or not they are creating economic added-value that may lead to enhancing the Company's corporate value.

Examination results as of the Board of Directors held on May 15, 2026 are as follows:

The Company specifically examined the cross-holding shares the Company holds (all 6 issues), to determine whether or not the purpose of the crossholding is appropriate on an individual issue basis, and whether or not benefits or risks associated with the cross-shareholdings are commensurate with the Company's capital cost. As a result, while some stocks were confirmed as appropriate stocks, a part of them was assessed to consider reduction after examining the significance of holding these stocks going forward.

〈Standard for exercising voting rights as to cross-shareholdings〉

In exercising voting rights concerning the cross-shareholdings, the Company makes it a rule not to abstain from voting, so as not to give another party carte blanche in principle. Moreover, the Company makes a decision for and against each proposal tabled after examining individual proposals, not using uniform standards such as short-term operating results/share prices, but taking the perspective of whether or not it will help increase the medium- or long-term corporate value of the Company and the companies in which shares are held, in view of non-financial information such as the business policies, strategies and suchlike of the company in which shares are held.

(Principle 1.7)

- Transaction between Related Parties

When the Company engages in transactions involving conflict of interest as defined in the Companies Act with any of its Directors, the Company is required to obtain a resolution of the Board of Directors approving the transaction in accordance with the Companies Act and the Board of Directors Regulations.

In addition, the Company ensures the appropriateness of transactions through deliberation and examination of material transactions or actions with a controlling shareholder and material transactions or actions with a related party which is not a controlling shareholder by a Special Committee comprising independent persons including Independent Outside Directors and by the Governance Committee which consists of a majority of Independent Outside Directors respectively prior to approval by resolution at a Board of Directors' meeting attended by Outside Directors and Outside Audit & Supervisory Board Members.

(Supplementary Principle 2.4(1))

- Ensuring diversity

The Company Group (the Group) considers that "human resources are the most important asset of a company," and its human resources are the core of the Group's value creation and the driving force behind its sustainable corporate growth and the enhancement of corporate value. We respect diverse values and aim to be a rewarding company where human resources can play an active role and engage in the following human resources strategies.

(1) Fostering a rewarding work environment in which employees share common goals and contribute from their respective standpoints

(2) Securing and providing opportunities where diverse human resources can play active roles regardless of nationality, gender, and age, etc.

(3) Formulating and promoting human resources development plans that respect the individuality and respective roles of each employee

By implementing these initiatives, the Company will encourage diversity, especially the active participation of female employees, and will work to foster a corporate climate in which all employees can play an active part.

[Results and Targets] Percentage of female managers and supervisors

2025: 3% (As of March 31, 2026)

2030: 10%(Target)

2035: 30%(Target)

In addition, several foreign employees play an active part in the Company's business as of April 2026. Several foreign employees been appointed as managers or supervisors because they are at the stage of being developed as candidates for the management team in the future. The Company will continue to focus on cultivating human resources who have comprehensive perspectives. To effectively utilize human resources who have diverse values and cultural backgrounds, we aim to promote employees to manager positions regardless of nationality. The ratio of midcareer hires as managers and supervisors is 21%, and the Company will continue to ensure diversity by promoting individuals to managerial positions in light of their job roles and their skills, irrespective of whether they are new graduates or midcareer hires.

- Measures to ensure diversity

Please refer to the Company's Medium-Term Business Plan, Integrated Report and website for information about its approaches and activities relating to human capital and diversity.

Medium-Term Business Plan, ENEX2030

<https://www.itcenex.com/en/ir/policy/plan/>

Integrated Report (ENEX REPORT)

https://www.itcenex.com/en/ir/doc/integrated_report/index.html

Sustainability Initiatives

<https://www.itcenex.com/en/csr/>

Approaches and initiatives for human capital and diversity

<https://www.itcenex.com/en/csr/social/human-management/>

(Principle 2.6)

- Fulfill function as a Corporate Pension Asset Owner

Although the Company does not participate in a specific corporate pension fund, it has introduced a defined contribution pension plan to enable employees to build assets. The Company regularly confirms investment products with the cooperation of the asset management institution. In addition, the Company has been continuously providing employees with opportunities to understand the status of their investments and receive education on asset management from the time they join the Company.

(Principle 3.1 (i))

- Corporate philosophy, business strategies and business plans

For information about the Company's corporate philosophy, please visit the webpage below.

<https://www.itcenex.com/en/corporate/mission/>

In April 2023, the Group announced its new medium-term business plan, ENEX2030, covering the eight-year period from FY2023 to FY2030.

For details, please refer to:

<https://www.itcenex.com/en/ir/policy/plan/>

(Principle 3.1 (ii))

- Basic views and guidelines on corporate governance

For the Company's basic views on Corporate Governance, refer to I-1. Basic Views above.

Under the basic views described above, the Company has established a basic policy for Corporate Governance.

For details, please refer to:

<https://www.itcenex.com/en/corporate/governance/system/>

(Principle 3.1 (iii))

- Policies and procedures in determining remuneration

For details about policies and procedures for determining the remuneration of Directors, please refer to Director Remuneration in II-1. of this report.

(Principle 3.1 (iv))

- Policies and procedures in the nomination of Director and Audit & Supervisory Board Member candidates

For details about policies and procedures in the nomination of Director and Audit & Supervisory Board Member candidates, please refer to Policies and Procedures in the Nomination of Director and Audit & Supervisory Board Member Candidates in II-2 of this report.

(Principle 3.1 (v))

- Explanations with respect to individual appointments and nominations of Director and Audit & Supervisory Board Member candidates

The Company discloses reasons for individual nominations with respect to all Director candidates and Audit & Supervisory Board Member candidates in the Notice of the Ordinary General Meeting of Shareholders. For the disclosure of the current fiscal year, please refer to:

https://www.itcenex.com/en/ir/stockholder/general_meeting

(Supplementary Principle 3.1(3))

- Sustainability Initiatives, Disclosure based on the Task Force on Climate-Related Financial Disclosures (TCFD)

The Company publishes its approach to the implementation of sustainability management on its website and in its Integrated Report.

For details, please refer to:

Sustainability Initiatives

<https://www.itcenex.com/en/csr/>

Integrated Report (ENEX REPORT)

https://www.itcenex.com/en/ir/doc/integrated_report/index.html

Information disclosure based on the TCFD recommendations

<https://www.itcenex.com/en/csr/environment/climatechange/>

- Investment in human capital, etc.

The Company discloses information about its employee training and support system, etc. on its website and in its integrated reports.

For details, please refer to:

<https://www.itcenex.com/en/csr/special/special07/index.html>

Integrated Report (ENEX REPORT)

https://www.itcenex.com/en/ir/doc/integrated_report/index.html

(Supplementary Principle 4.1(1))

- Scope of matters delegated to the management

The Company is pressing ahead with the delegation of decision-making on ordinary business execution to the management (Executive Directors and Executive Officers) to the extent permitted by laws and ordinances. The Board of Directors not only supervises business execution by the management and makes decisions on corporate governance, but also makes decisions on the business execution of major quantitative and qualitative significance. The Company's Board of Directors Regulations specify the matters to be referred to the board.

(Principle 4.9)

- Criteria for determining the independence of Outside Officers

The Company discloses the criteria for determining the independence of Outside Officers on its website.

For details, please refer to:

<https://www.itcenex.com/en/corporate/governance/system/>

(Supplementary Principle 4.10(1))

- Establishment of Governance Committee

The Company has established a Governance Committee, chaired by an Independent Outside Director, which consists of a majority of Independent Outside Directors.

The Governance Committee deliberates and examines matters related to the nomination and remuneration of Directors and other matters relating to corporate governance, and gives advice and recommendations to the Board of Directors as a voluntary consultative body of the Board of Directors.

(Supplementary Principle 4.11(1))

- Constitution of the Board of Directors

The Company considers that the appropriate number of Directors for effective deliberations of the Board of Directors is no more than twelve as stipulated in the Article of Incorporation. It nominates inside and outside human resources with distinguished character and knowledge as Director candidates. Particularly with regard to Outside Officers, the Company nominates those with knowledge in specialized areas such as business

administration, law and accounting. The Company aspires to have them involved in the supervision of its management and business execution from different perspectives so that it will result in the enhancement of the Company's corporate value.

For a skills matrix showing the knowledge, experience, skills and other qualities of each director, please refer to the last page (Reference Material 2) of this report. As stated in Directors in II-1 of this report, the Company's Independent Outside Directors include persons with management experience in other companies.

(Supplementary Principle 4.11(2))

- Directors and Audit & Supervisory Board Members serving as Directors, Audit & Supervisory Board Members or management at other companies

Important concurrent positions of its Directors and Audit & Supervisory Board Members have been disclosed in the Notice of the Ordinary General Meeting of Shareholders. For the disclosure of the current fiscal year, please refer to:

https://www.itcenex.com/en/ir/stockholder/general_meeting/

(Supplementary Principle 4.11(3))

- Evaluation as to the effectiveness of the Board of Directors

The Company asked all Directors and Audit & Supervisory Board Members to give their opinions based on their own evaluation of the effectiveness of the Board of Directors as a whole in FY2025, including the composition, operation status and support structure of the board. By referring to these opinions as well as evaluation and analysis by third-party evaluation organizations and after deliberation and examination by the Governance Committee, the Board of Directors conducted the analysis and evaluation regarding the effectiveness of the Board of Directors.

The evaluation of FY2025, as in the previous fiscal year, indicated that the Company has generally maintained a high level in each evaluation item, and that the operation of the Board of Directors of the Company was appropriate overall, securing its effectiveness. On the other hand, there were opinions and proposals indicating that how discussions should be conducted among the Board of Directors, which will contribute to the enhancement of corporate value over the medium to long term, will need to be further deepened. The Company will draw on these evaluation results to seek to further improve the supervisory and decision-making functions of the Board of Directors.

(Supplementary Principle 4.14(2))

- Training policy

For the purpose of ensuring that the Directors and Audit & Supervisory Board Members fully perform their functions, the Company organizes a prior briefing for Outside Directors and Outside Officers concerning matters to be referred to the Board of Directors through the administrative office of the board, business briefings in individual segments at the time of appointment, inspection tours of domestic operations, regular social gatherings with the management and other events in an effort to ensure that they will properly recognize the Company's business details and managerial issues.

In addition, the Company provides Directors and Audit & Supervisory Board Members with training sessions held by third party organizations and different workshops and briefings on matters they have requested as appropriate in order to offer them training opportunities according to their respective backgrounds and assigned duties.

(Principle 5.1)

- Policy for dialogue with Shareholders

Taking the requests and interests of Shareholders into consideration, to the extent reasonable, the senior management, Directors, including Outside Directors, and Audit & Supervisory Board Members endeavor to engage in actual dialogue (management meetings) with Shareholders.

The Company sets out its policy on constructive dialogue with Shareholders and other stakeholders in its IR Basic Policy. For details, please refer to: <https://www.itcenex.com/en/ir/policy/basicpolicy/>

[Dialogue with Shareholders and Other Stakeholders]

The Company places great importance on expanding opportunities for constructive dialogue with domestic and international shareholders, investors, and other stakeholders, and is actively engaged in various IR activities, with a view to the long-term development of the entire Group and the continuous enhancement of corporate value.

For specific details regarding the Company's IR activities and the status of implementation in FY2025, please refer to Section III-2 [IR Activities] of this report.

We also share and utilize the opinions and issues identified through these dialogues with management and the Board of Directors.

(Principle 5.2)

-Actions to enable management that is aware of the cost of capital and the stock price (Update: June 17, 2026)

In April 2023, the Group announced the ENEX2030 medium-term business plan covering the eight-year period from fiscal 2023 to 2030. The plan includes the slogan, "the creation of a driving force for lifestyles." The plan also includes targets for financial indicators, specifically net profit, substantive operating cash flows, ROE and new strategic investments. The target for ROE, an indicator of capital efficiency, is 9.0% or higher in FY2030. The target for new strategic investments to expand revenue through the Group's growth strategy is 210 billion yen over the eight years.

The Group's ROE was 9.1% at the end of FY2025. This figure exceeds the target set for FY2030. Moving forward, the Group is committed to pursuing growth through new strategic investments with an awareness of the cost of equity (approximately 7%) while working to expand its base earnings. In the long term, the Group aims to implement management practices that will help achieve an ROE of 10%.

The Group will disclose its management policies and strategies in its medium-term business plans and integrated reports. It will also explain the policies and strategies in detail at shareholders' meetings and results presentations to provide shareholders and investors with a thorough understanding of them. In this way, the Group aims to continue to increase corporate value and shareholder value.

For details, please refer to: <https://www.itcenex.com/en/ir/policy/plan/index.html>

2. Capital Structure

Foreign Shareholding Ratio	10% or more and less than 20%
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[Status of Major Shareholders] **Updated**

Name / Company Name	Number of Shares Owned	Percentage (%)
ITOCHU Corporation	62,940,909	55.71
The Master Trust Bank of Japan, Ltd. (trust account)	6,861,900	6.07
Custody Bank of Japan, Ltd. (trust account)	4,428,921	3.92
Itochu Enex Business Partner Shareholding Association	2,829,289	2.50
NORTHERN TRUST CO. (AVFC) RE FIDELITY FUNDS	2,018,700	1.79
Nippon Life Insurance Company	1,542,284	1.37
Itochu Enex Employee Shareholding Association	1,409,125	1.25
STATE STREET BANK AND TRUST COMPANY 505001	827,515	0.73
STATE STREET BANK AND TRUST COMPANY 505223	827,113	0.73
JP MORGAN CHASE BANK 385781	640,742	0.57

Controlling Shareholder (except for Parent Company)	N/A
Parent Company	ITOCHU Corporation (Shares listed in Tokyo; Code: 8001)

Status of Major Shareholders mentioned above is as of the end of March 2026.
 Stock ownership percentage described in the Status of Major Shareholders is calculated excluding treasury stock of 3,897,009 shares.

3. Corporate Attributes

Listed Stock Market and Market Section	Tokyo Stock Exchange Prime Market
Fiscal Year-End	March
Type of Business	Wholesale Trade
Number of Employees (consolidated) as of the End of the Previous Fiscal Year	1,000 or more
Sales (consolidated) as of the End of the Previous Fiscal Year	¥100 billion or more, but less than ¥1 trillion
Number of Consolidated Subsidiaries as of the End of the Previous Fiscal Year	From 10 to less than 50

4. Policy on Measures to Protect Minority Shareholders in Conducting Transactions with Controlling Shareholder

As is the case with the conditions for general transactions, the Company determines the conditions for transactions or actions with ITOCHU Corporation, which is its parent company and controlling shareholder, in consideration of market prices.

For material transactions or actions for which it is impossible to refer to market prices, the Company ensures the appropriateness of transactions through deliberation and examination by a Special Committee comprising Independent Officers including Independent Outside Directors prior to approval by resolution at a Board of Directors' meeting attended by Outside Directors and Outside Audit & Supervisory Board Members.

5. Other Special Circumstances which may have Material Impact on Corporate Governance **Updated**

As the parent company, ITOCHU Corporation owns 55.71% of the voting rights of the Company. The Company is a consolidated subsidiary of ITOCHU Corporation and a core company in domestic sales of petroleum products and in the business of imports to and exports from Japan in the ITOCHU Group. As a significant business partner, the Company exchanges information and personnel concerning transactions of petroleum and other products and domestic and international crude oil and petroleum product market trends, and pushes ahead with business activities concerning electric power, environmental business, mobility related business and global projects. The degree of dependence of the Company's business transactions on the parent company is low, and most of them are transactions with ordinary companies and consumers. The Company understands that its business is not constrained by the parent company and that it is capable of making independent managerial decisions while retaining its own initiative and autonomy. The Company accepts human resources dispatched from ITOCHU Corporation and its corporate group. However, they do not hinder the Company in making independent managerial decisions, and the Company maintains its independence, given that 4 Outside Directors are designated as Independent Directors and diverse opinions can be reflected on deliberations at the Board of Directors.

II. Business Management Organization and Other Corporate Governance Systems regarding Decision-making, Execution of Business, and Oversight in Management

1. Organizational Composition and Operation

Organization Form	Company with Audit & Supervisory Board
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[Directors]

Maximum Number of Directors Stipulated in Articles of Incorporation	12
Term of Office for Directors Stipulated in Articles of Incorporation	1 year
Chairperson of the Board	President
Number of Directors	8
Election of Outside Directors	Elected
Number of Outside Directors	4
Number of Independent Directors	4

Outside Directors' Relationship with the Company (1) Updated

Name	Attribute	Relationship with the Company*											
		a	b	c	d	e	f	g	h	i	j	k	
Takuya Morikawa	From another company												
Chie Sato	From another company												
Shozo Tokuda	CPA												
Taketoshi Hosoya	From another company												

* Categories for "Relationship with the Company"

* "○" when the Director presently falls or has recently fallen under the category; "△" when the Director fell under the category in the past

* "●" when a close relative of the director presently falls or has recently fallen under the category; "▲" when a close relative of the Director fell under the category in the past

a. Executive of the listed company or its subsidiaries

b. Non-executive Director or Executive of a parent company of the listed company

c. Executive of a fellow subsidiary company of the listed company

d. A party whose major client or supplier is the listed company or an Executive thereof

e. Major client or supplier of the listed company or an Executive thereof

f. Consultant, accountant or legal professional who receives a large amount of monetary consideration or other property from the listed company besides compensation as a Director/Audit & Supervisory Board Member

g. Major shareholder of the listed company (or an Executive of the said major shareholder if the shareholder is a legal entity)

h. Executive of a client or supplier company of the listed company (which does not correspond to any of d, e, or f) (the Director himself/herself only)

i. Executive of a company, between which and the listed company Outside Directors/Audit & Supervisory Board Members are mutually appointed (the Director himself/herself only)

j. Executive of a company or organization that receives a donation from the listed company (the Director himself/herself only)

k. Others

Outside Directors' Relationship with the Company (2) Updated

Name	Designation as Independent Director	Supplementary Explanation of the Applicable Relationship	Reasons for Appointment

Takuya Morikawa	○	—	<p>Takuya Morikawa has long engaged in a wide range of business activities in the stationery and office equipment industry, including business strategy, overseas business, and the launch of new businesses, etc. Through these activities, he has gained business experience and a wealth of knowledge on business management. He has been nominated as a candidate for Outside Director because the Company expects that he will suitably provide advice for the management of the Company and will contribute to the proper oversight of the execution of the Company's business based on the experiences and abundant perspectives he has developed throughout his career.</p> <p>The Company believes that he meets the Standards for Independence stipulated by the Financial Instruments Exchange and by the Company, and there is no risk of conflict of interest between him and general shareholders.</p>
Chie Sato	○	—	<p>Chie Sato has written numerous books on U.S. business school as a writer and works as a business strategy consultant at a major consulting company. Through these activities, she has gained a wealth of knowledge on business management.</p> <p>She has been nominated as a candidate for Outside Director because the Company expects that she will offer advice on its management and will help properly supervise its execution of business.</p> <p>The Company believes that she meets the Standards for Independence stipulated by the Financial Instruments Exchange and by the Company, and there is no risk of conflict of interest between her and general shareholders.</p>
Shozo Tokuda	○	—	<p>Shozo Tokuda has expertise and extensive experience in accounting audits as a certified public accountant. He has gained deep insight from his roles as an outside corporate auditor for the Company and a major manufacturer and a partner at a leading auditing firm. He has been nominated as a candidate for Outside Director because the Company expects that he will suitably provide advice for the management of the Company and will contribute to the proper oversight of the Company's execution of its business from an objective and professional perspective.</p>

			The Company believes that he meets the Standards for Independence stipulated by the Financial Instruments Exchange and by the Company, and there is no risk of conflict of interest between him and general shareholders.
Taketoshi Hosoya	○	—	<p>Taketoshi Hosoya has engaged in a wide range of business activities in the retail and distribution industry for many years, including strategy formulation and execution, business investment, M&A and other activities. Through these activities, he has gained extensive business experience and a wealth of knowledge in management and administration. He has been nominated as a candidate for Outside Director because the Company expects that he will suitably provide advice for the management of the Company and will contribute to the proper oversight of the Company's execution of its business.</p> <p>The Company believes that he meets the Standards for Independence stipulated by the Financial Instruments Exchange and by the Company, and there is no risk of conflict of interest between him and general shareholders.</p>

Voluntary Establishment of Committee(s) Corresponding to Nomination Committee or Remuneration Committee	Established
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Committee's Name, Composition, and Attributes of Chairperson

	Voluntarily Established Committee Corresponding to Nomination Committee	Voluntarily Established Committee Corresponding to Remuneration Committee
Committee's Name	Governance Committee	Governance Committee
All Committee Members	7	7
Full-time Members	0	0
Internal Directors	1	1
Outside Directors	4	4
Outside Experts	0	0
Other	2	2
Chairperson	Outside Director	Outside Director

Supplementary Explanation Updated

The Company's Governance Committee fulfils the role of voluntarily established independent Nomination Committee and Remuneration Committee.

The Governance Committee is chaired by an Outside Director and composed of 4 Outside Directors, 2 Outside Audit & Supervisory Board Members and 1 Internal Director, making a total of seven members. Members are elected based on nominations of the Board of Directors.

In FY2025, the Governance Committee met 13 times to deliberate on and examine matters such as the nomination and remuneration of Directors and the assessment of the effectiveness of the Board of Directors, with the attendance of all the Committee Members in 12 of these meetings (on one occasion, one member was absent).

[Audit & Supervisory Board Members]

Establishment of Audit & Supervisory Board	Established
Maximum Number of Audit & Supervisory Board Members Stipulated in Articles of Incorporation	5
Number of Audit & Supervisory Board Members	4

Cooperation among Audit & Supervisory Board Members, Accounting Auditors and Internal Audit Departments

Updated

Cooperation among Audit & Supervisory Board Members, Accounting Auditors and internal audit departments (the Audit Department) is stated in 2. Matters on Functions of Business Execution, Auditing, Oversight, Nomination and Remuneration Decisions.

Appointment of Outside Audit & Supervisory Board Members	Appointed
Number of Outside Audit & Supervisory Board Members	2
Number of Independent Audit & Supervisory Board Members	2

Outside Audit & Supervisory Board Members' Relationship with the Company (1) Updated

Name	Attribute	Relationship with the Company*												
		a	b	c	d	e	f	g	h	i	j	k	l	m
Masako Iwamoto	Attorney													
Sonoko Kajiyama	CPA													

*Categories for "Relationship with the Company"

* "○" when the Audit & Supervisory Board Member presently falls or has recently fallen under the category;
 "△" when the Audit & Supervisory Board Member fell under the category in the past

* "●" when a close relative of the Audit & Supervisory Board Member presently falls or has recently fallen under the category; "▲" when a close relative of the Audit & Supervisory Board Member fell under the category in the past

- Executive of the listed company or its subsidiary
- Non-Executive Director or accounting advisor of the listed company or its subsidiaries
- Non-Executive Director or Executive of a parent company of the listed company
- Audit & Supervisory Board Member of a parent company of the listed company
- Executive of a fellow subsidiary company of the listed company
- A party whose major client or supplier is the listed company or an executive thereof
- Major client or supplier of the listed company or an executive thereof

- h. Consultant, accountant or legal professional who receives a large amount of monetary consideration or other property from the listed company besides compensation as an Audit & Supervisory Board Member
- i. Major shareholder of the listed company (or an Executive of the said major shareholder if the shareholder is a legal entity)
- j. Executive of a client or supplier company of the listed company (which does not correspond to any of f, g, or h) (the Audit & Supervisory Board Member himself/herself only)
- k. Executive of a company, between which and the listed company Outside Directors/Audit & Supervisory Board Members are mutually appointed (the Audit & Supervisory Board Member himself/herself only)
- l. Executive of a company or organization that receives a donation from the listed company (the Audit & Supervisory Board Member himself/herself only)
- m. Others

Outside Audit & Supervisory Board Members' Relationship with the Company (2) Updated

Name	Designation as Independent Audit & Supervisory Board Member	Supplementary Explanation of the Applicable Relationship	Reasons for Appointment
Masako Iwamoto	○	—	<p>Masako Iwamoto has specialized knowledge and extensive experience in corporate legal affairs. She has also acquired deep insight during her tenure as an outside officer of Achilles Corporation and HOKUTO Inc. She has been nominated as a candidate for Outside Audit & Supervisory Board Member because the Company believes that she will suitably provide advice for the management of the Company and will contribute to the proper auditing of the execution of the Company's business from an objective and expert point of view.</p> <p>The Company believes that she is unlikely to have conflicts of interest with general shareholders, which meets the Standards for Independence stipulated by the Financial Instruments Exchange and by the Company.</p>
Sonoko Kajiyama	○	—	<p>Sonoko Kajiyama has specialized knowledge in her capacity as a certified public accountant and extensive experience as an auditor. She also acquired broad knowledge during her tenure at a major auditing firm and in the Internal Audit Department of a global company.</p> <p>She has been nominated as an Outside Audit & Supervisory Board Member because the Company believes that she will advise its management and ensure the proper supervision and auditing of its execution of business from an objective and specialist viewpoint.</p> <p>The Company believes that she is unlikely to have conflicts of interest with general shareholders, which meets the Standards for</p>

			Independence stipulated by the Financial Instruments Exchange and by the Company.
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[Independent Directors/Audit & Supervisory Board Members]

Number of Independent Directors/Audit & Supervisory Board Members	6
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Matters relating to Independent Directors/Audit & Supervisory Board Members

As mentioned in *Disclosure Based on the Principles of the Corporate Governance Code* in I-1 of this report, the Company has the criteria for the independence of Outside Directors and Audit & Supervisory Board Members formulated by its Board of Directors. The Company designates all Outside Directors who have satisfied the Independent Director's requirement as Independent Directors based on the criteria for determining the independence of Outside Directors set forth by the Tokyo Stock Exchange, Inc. and other financial exchanges in Japan in addition to the Company's criteria as above.

[Incentives]

Implementation Status of Measures related to Incentive Granted to Directors	Introduction of a Performance-linked stock Remuneration plan
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Supplementary Explanation

As medium- to long-term performance-linked remuneration, the Company provides its Executive Directors with points according to net profit under the Medium-Term Business Plan, the titles of the Directors, and the number of months in their term of office. At the time of their retirement, they acquire a number of the Company's common shares commensurate with the total number of points granted. The number of shares provided is the product of multiplying the number of points given by the above program by 1.0. This remuneration program is adopted to motivate program participants to contribute to the improvement of the Company's medium- to long-term performance and the increase of its corporate value.

Recipients of Stock Options	
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Supplementary Explanation

None

[Director Remuneration]

Status of Disclosure of Individual Directors' Remuneration	No Individual Disclosure
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Supplementary Explanation Updated

Director/Audit & Supervisory Board Member remuneration for the fiscal year ended March 31, 2026 (Unit: million yen)

	Total remuneration, etc.	Base remuneration	Bonus	Stock-based remuneration	Number of persons
Director	290	189	75	26	12

(Outside Director)	(45)	(45)	(-)	(-)	(4)
Audit & Supervisory Board Member (Outside Audit & Supervisory Board Member)	77	77	-	-	5
Total (Outside Director and Outside Audit & Supervisory Board Member)	367	266	75	26	17
	(72)	(72)	(-)	(-)	(7)

- Directors' remuneration is structured differently depending on whether Directors are Executive or Non-Executive.

The remuneration for Executive Directors is composed of base remuneration, which is fixed remuneration, and bonuses and stock remuneration, which are performance-linked remuneration.

Remuneration for Non-Executive Directors comprises only base remuneration, with no bonuses or stock remuneration provided, from the perspective of their roles and independence.

Regarding the total amount of base remuneration and bonuses, the 52nd Ordinary General Meeting of Shareholders held on June 21, 2012 passed a resolution setting a cash remuneration limit of no more than 500 million yen per year.

As for stock remuneration, the 63rd Ordinary General Meeting of Shareholders held on June 14, 2023 passed a resolution setting the maximum amount of the Company's contribution to the trust formed by the Company during the trust period as funds for acquiring the Company's shares at 210 million yen and the total number of points given by the Company to its Directors at up to 135,000 point.

- The remuneration for Audit & Supervisory Board Members is determined through consultation among Audit & Supervisory Board Members and comprises only base remuneration, with no bonuses or stock remuneration provided.

As for the maximum amount of remuneration, a resolution setting the annual amount at no more than 100 million yen was passed at the 61st Ordinary General Meeting of Shareholders held on June 16, 2021.

Policy on Determining Remuneration Amounts and Calculation Methods <u>Updated</u>	Established
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Disclosure of Policy on Determining Remuneration Amounts and Calculation Methods

The Governance Committee has been consulted about the policy on determining remuneration for each individual Director. On receiving the response from the Committee, the Board of Directors passed a resolution on that policy at a meeting held on February 25, 2021. In accordance with the policy, details and composition ratios of remuneration and other relevant matters have been revised as appropriate and are currently as below.

(1) Basic policy

- Remuneration for Directors of the Company is designed to attract talented human resources with the ability to implement the Company's Corporate Philosophy and to motivate them to contribute to the sustained improvement of its corporate value. It is the Company's basic policy to determine remuneration paid to each Director at an appropriate level based on his/her position and duties.

(2) Remuneration system for Directors

- Remuneration for Executive Directors comprises fixed basic remuneration (monthly remuneration) and performance-linked remuneration that fluctuates according to performance.
- Remuneration for Non-Executive Directors comprises only fixed basic remuneration (monthly remuneration) from the perspective of their roles and independence.

[Breakdown of remuneration of Executive Directors]

- The composition ratio for the remuneration of Executive Directors (President) is 55% fixed basic remuneration (cash), 31% bonuses as performance-linked remuneration (cash), and 14% stock as performance-linked remuneration (non-cash).

*The above ratio represents remuneration when 100% of all targets for performance-linked remuneration are reached.

- The composition ratio for the remuneration of Executive Directors (excluding President) is 61% fixed basic remuneration (cash), 34% bonuses as performance-linked remuneration (cash), and 5% stock as performance-linked remuneration (non-cash).

*The above ratio represents remuneration when 100% of all targets for performance-linked remuneration are reached.

[Details of remuneration]

- Details of base remuneration are as follows.

For the base remuneration, the Company determines the fixed monthly amount according to the position and responsibilities of each Director, considering the standards of other companies based on the research of specialized external institutions.

- Details of bonuses are as follows.

The Company pays performance-linked bonuses to Executive Directors at certain times of each year, linked to single-year and medium- to long-term performance indicators (quantitative) and the degree to which targets are met (qualitative). The performance indicator that is the basis for bonuses is based on the level of achievement of the target profit attributable to the Company's shareholders (consolidated) each year. The Company determines the amounts of bonuses by multiplying the base remuneration, depending on the Director's position, by a certain coefficient linked to the levels of achievement of company-wide performance, division performance, section performance, and progress toward the medium-term management plan, along with a qualitative assessment.

* The comprehensive qualitative assessment is performed by the Representative Director and President, taking into account the level of the goal achievement of each Executive Director (progress in addressing issues in the areas of their responsibility, development of management executives, thoroughness of legal compliance, etc.). The qualitative assessment does not apply to representative directors.

- Details of stock remuneration are as follows.

As medium- to long-term performance-linked remuneration, Executive Directors are provided with points according to net profit under the Medium-Term Business Plan, the titles of the Directors, and the number of months in their term of office. At the time of their retirement, they acquire a number of the Company's common shares commensurate with the total number of points granted.

The number of shares provided is the product of multiplying the number of points given by the program above by 1.0.

- Stock remuneration is adopted to motivate Directors to contribute to the improvement of the Company's medium- to long-term performance and the increase of its corporate value.

- Of the remuneration above, the bonuses and stock remuneration are linked to the Company's business performance, and net profit (consolidated) attributable to the Company's Shareholders has been adopted as the indicator for evaluating the overall business performance of the Company. It was adopted to ensure the simplicity of the indicator, consistency with the numerical targets related to the Company's business management (or with the quantitative targets set in the Medium-Term Business Plan, which apply to the performance-linked stock remuneration), and in light of the trends of other companies. The consolidated net profit attributable to the Company's Shareholders for FY2025 is 16,058 million yen.

(3) Policy, etc. for determining the remuneration of individuals

- To flexibly determine the amount of remuneration for individuals, Nobuyuki Tabata, the President and Representative Director of the Company, is delegated to determine specifics based on standards established in advance.

- Changes made to the composition of remuneration, basic remuneration, and bonuses stated above require approval by the Board of Directors after consultation with the Governance Committee. Changes in the stock remuneration require approval by the Board of Directors or at a General Meeting of Shareholders, after consultation with the Governance Committee.

- The Company has established a system in which the Governance Committee receives one or more reports a year on the overall distribution of remuneration for individual Directors, ensures that such activities are conducted appropriately in line with this policy, and guarantees their objectivity, fairness, and transparency.

In addition, the Board of Directors receives the results of deliberations and examinations, and reports on the appropriate remuneration of individual Directors in line with this policy from the Governance Committee, and the Company believes that such remuneration is in line with this policy.

[Support System for Outside Directors and/or Audit & Supervisory Board Members]

The Company provides its Outside Directors and Outside Audit & Supervisory Board Members with various forms of support necessary for the performance of their duties. They include materials distributed to them by the administrative office for the Board of Directors regarding the proposals to be discussed by the Board, and the administrative office provides them with explanations prior to deliberations as necessary. Administrative departments such as the Corporate Planning Department, the Human Resources & General Affairs Department, the Finance & General Accounting Department, the Legal & Compliance Department and the Subsidiaries & Associated Companies Management Department provide them with necessary corporate information as appropriate. Outside Audit & Supervisory Board Members are also provided with the necessary support for the fulfillment of their duties through assistants to Audit & Supervisory Board Members who concurrently hold positions in the Audit Department. On the aforementioned occasions of reporting and reviews, the Outside Directors and Outside Audit & Supervisory Board Members undertake collaboration by making appropriate comments and exchanging opinions.

2. Matters on Functions of Business Execution, Auditing and Supervision, Nomination and Remuneration Decisions (Overview of Current Corporate Governance System) Updated

[Current Structure (As of June 17, 2026)]

The Company has a Board of Directors and an Audit & Supervisory Board.

1. Board of Directors

- The Board of Directors consists of a total of 8 members (1 female Director, and the ratio of Outside Directors 50.0%), 4 of whom are Internal Directors and 4 of whom are Outside Directors. In accordance with laws and ordinances and the Company's Articles of Incorporation, Board of Directors Regulations and other internal rules, the board makes decisions on important matters and oversees the execution of duties by Directors.

- In FY2025, a total of 13 meetings of the Board of Directors were held. All Directors and Audit & Supervisory Board Members participated in 11 of these meetings (on two occasions, one member was absent). Major matters discussed included the medium-term business plan, investment projects of high importance, internal control, corporate governance, and sustainability practices.

- The Directors execute the duties assigned to them in accordance with the roles determined by the Board of Directors and with laws, ordinances, the Articles of Incorporation and internal rules.

2. Executive Officer System

- For strengthening the Board of Directors' decision-making function and oversight function and for increasing efficiency in business execution, the Company adopts the Executive Officer system. Following decisions made by the board, Executive Officers perform their respective duties as delegated by the board and the Representative Director. The Company has a total of 9 Executive Officers, including those additionally serving as Directors.

3. Special Committee, Governance Committee

- For the purposes of strengthening the Board of Directors' oversight function and increasing the transparency of the decision-making process, the Company has standing, advisory committees as voluntary body of the Board of Directors; Special Committee, comprising Independent Officers including Independent Outside Directors; Governance Committee, consists of a majority of Independent Outside Directors. The functions and composition of each committee are as follows.

- Special Committee

(Functions) Deliberation and examination of material transactions or actions involving conflicts of interest between a controlling shareholder and minority shareholders

(Composition) A total of 6 members: 6 Independent Officers (4 Outside Directors, 2 Outside Audit & Supervisory Board Members)

- In FY2025, the Special Committee met 2 times and confirmed the status of transactions and activities with the controlling shareholder, with the attendance of all the Committee Members.

- Governance Committee

[Functions] Deliberation and examination of the nomination and remuneration of Directors, material transactions or actions with a related party (excluding a controlling shareholder) and other matters relating to corporate governance.

[Composition] A total of 7 members: 6 Independent Officers (4 Outside Directors and 2 Outside Audit & Supervisory Board Members), and 1 Internal Director

- In FY2025, the Governance Committee met 13 times to deliberate on and examine matters such as the nomination and remuneration of Directors and the assessment of the effectiveness of the Board of Directors. All Committee Members attended in 12 of these meetings, with one member absent on one occasion.

4. Management Advisory Conference and various committees

- The Company has established the Management Advisory Conference and several committees: the Risk Management Committee, the Internal Control Committee and the Disclosure Committee and the Sustainability Committee. They are aimed at helping the President and the Board of Directors to make appropriate and swift decisions on business execution. As an advisory body for the President, the Management Advisory Conference discusses significant matters related to the Company's overall management policy and its business administration.

- Different internal committees carry out careful inspections and deliberations on managerial issues in their respective domains. These activities are helpful to the President and the Board of Directors in terms of decision-making. The principal internal committees and their roles are as follows:

- Risk Management Committee: Deliberation and consideration matters in connection with risk management, such as the identification and analysis of risks that could have a material impact on the management, measures against such risks, the prevention of their occurrence and actualization, and the announcement thereof.

- Internal Control Committee: Deliberations on matters in connection with the construction and operation of the Internal Control System

- Disclosure Committee: Comprehensive and prompt collection of important information within the Group and deliberation of whether to disclose information and of the accuracy, clarity, sufficiency, fairness and positivity of the information

- Sustainability Committee: Deliberations on and monitoring of sustainability policy, issues, measures, etc. from a long-term perspective and implementation and direction of the sustainability management strategies across the entire Group

5. Audit & Supervisory Board Member, Audit & Supervisory Board

- The Audit & Supervisory Board consists of four members, including 2 full-time Audit & Supervisory Board Members and 2 part-time Audit & Supervisory Board Members (including 2 Outside Audit & Supervisory Board Members). In addition, 3 employees who assist Audit & Supervisory Board Members (who also serve in the Audit Department) have been assigned to support the execution of duties by Audit & Supervisory Board Members.

- In FY2025, the Audit & Supervisory Board met 20 times to hold the following discussions and make the following resolutions and reports, with the attendance of all the Audit & Supervisory Board Members.

[Twelve resolutions] Audit & Supervisory Board Member audit report, Audit & Supervisory Board Member audit plan, reappointment of Accounting Auditor, consent to remuneration for accounting auditor, consent to the election of Audit & Supervisory Board Member candidates and a substitute Audit & Supervisory Board Member candidate, etc.

[Two discussions] Remuneration for Audit & Supervisory Board Members and concurrent positions of Outside Audit & Supervisory Board Members as officers of other companies.

[Twenty-Seven reports] Monthly reports by full-time Audit & Supervisory Board Members, audit results by Accounting Auditors, audit plans by Accounting Auditors, etc.

- In addition to the above, the Audit & Supervisory Board also shares and discusses compliance issues and other issues identified through audit activities.

- With regard to audit plans, we have established priority audit items for each fiscal year. In FY2025, the Audit & Supervisory Board engaged in auditing activities with the following items as priority audit items, and exchanged opinions with executive management as necessary.

① Appropriateness of the decision-making process of the Board of Directors and the rationality of its decisions, etc.

(Audit perspective)

- Whether sufficient information disclosure and discussions were held based on appropriate risk analysis and assessments

- The lawfulness and economic rationality of decisions that have been made

- Whether discussions of medium- and long-term management strategies and issues were held

② State of execution of duties by Directors

(Audit perspective)

- Confirmation of the legality and appropriateness of the execution of duties through direct dialogues with Directors, etc.

- Appropriateness of decision-making procedures of Directors, etc. (internal applications and Advisory Board)

- Follow-up actions and monitoring after decision making

- Governance of subsidiaries and equivalents (support and supervision)

- Offering of information to Outside Officers

③ State of operation and utilization after the introduction of next-generation core systems

(Audit Perspective)

- Status of IT risk assessment and risk countermeasures (deliberation and review by Advisory Board committees, etc.)

-Assessment of the operation and utilization of next-generation core systems after they went live

-Confirmation of results regarding standardization, efficiency improvements, cost reductions, etc., and confirmation of continuous improvement

④ State of initiatives to strengthen consolidated Group management

(Audit Perspective)

- Evaluation of the effectiveness of the Group's internal control systems, their design and operation

- State of the Group's compliance framework and related initiatives

- Individual Audit & Supervisory Board Members conduct activities in accordance with the Audit & Supervisory Board Member auditing standards, the audit policy, and the allocation of duties determined by the Audit & Supervisory Board while also using means such as remote conferencing.

① Interviews with Directors and Executive Officers: Audit & Supervisory Board Members meet with Representative Director and President seven times a year and with other Directors and Executive Officers every six months to confirm the state of execution of duties and provide feedback on audit findings.

② Interviews with General Manager of business divisions: Audit & Supervisory Board Members conduct interviews with the General Managers of business division planning & administration departments and administration departments every six months.

③ Attendance at important meetings: In addition to the Audit & Supervisory Board, Audit & Supervisory Board Members attend meetings of the Board of Directors, the Management Advisory Conference, and Advisory Board (Special Committee, Governance Committee, Risk Management Committee, Internal Control Committee, Disclosure Committee, and Sustainability Committee), and other major internal meetings to express necessary opinions, based on confirmation of the content of discussions and decision-making processes.

④ Monitoring of business matters: Audit & Supervisory Board Members attend project review meetings to review important matters submitted to the Board of Directors and Management Advisory Conference, and view all application documents for matters that Directors and Executive Officers approve based on job authority regulations.

- ⑤ On-site inspections: Full-time Audit & Supervisory Board Members actively conduct on-site inspections of major business sites and Group companies to understand local conditions. When selecting locations for on-site inspections, selections are made based on risks, such as the state of compliance and small-scale and remote business sites.
- ⑥ Three-way audits: Full-time Audit & Supervisory Board Members receive monthly reports from the Audit Department. They also attend audit meetings and share information through close cooperation to understand the Group's situation. They hold 14 meetings with the Accounting Auditor annually to explain the results of audits and audit plans and to discuss quarterly review reports, key audit matters (KAMs) and other matters to strengthen cooperation.
- ⑦ Strengthening Group governance: In addition to dialogues with the management teams at Group companies, full-time Audit & Supervisory Board Members aimed to collect and share information by participating in Group Company Audit & Supervisory Board Member liaison meetings and participating in ITOCHU Group Audit & Supervisory Board Member liaison meetings. Audit & Supervisory Board Members will continue working to strengthen Group governance.
- ⑧ Strengthening cooperation with Outside Directors: The Audit & Supervisory Board held four round-table meetings to promote communication and strengthen collaboration with Outside Directors.
- ⑨ Other: Regarding the indictment of our subsidiary, ENEX FLEET CO., LTD., by the Tokyo District Public Prosecutors Office on April 17, 2026, on suspicion of violating the Act on Prohibition of Private Monopolization and Maintenance of Fair Trade in relation to the sale of diesel fuel to trucking companies and other customers, the Audit & Supervisory Board has confirmed that the Group as a whole continues to work thoroughly to ensure compliance with laws and regulations and to implement measures to prevent recurrence.

6. Internal Audits

- As an internal auditing body, the Company has established the Audit Department (comprising 15 staff members.) under the direct control of the President. It The Audit Department conducts audits of the Company and its domestic and overseas consolidated subsidiaries to assess various factors, such as (i) their reports and records of financial and other information, and the reliability of their procedures for reporting and keeping those records, (ii) their compliance with laws, ordinances and other regulations, and the effectiveness and appropriateness of related internal mechanisms and systems, (iii) the effectiveness and efficiency of their operational procedures and activities for accomplishing organizational policies and plans, and (iv) whether or not other managerial activities are implemented reasonably and efficiently. It reports the results of audits directly to the President and to the Audit & Supervisory Board Members and delivers regular reports twice a year to the Board of Directors. It thus establishes dual reporting lines to ensure effectiveness of internal audits. It also implements thorough follow-up activities after audits to monitor whether the matters noted or proposed are remedied or implemented. In addition, it closely collaborates with the internal audit bodies of the Group and the parent company.

- Audit & Supervisory Board Members and the Audit Department hold a regular discussion monthly to work closely together to exchange information and collaborate. For instance, they discuss and exchange perspectives on the results of internal audits, matters noted or proposed, and the status of the development and operation of internal control systems.

- The Accounting Auditor and the Audit Department also exchange information and opinions as needed and collaborate to ensure the effectiveness and efficiency of audits

7. Accounting Auditor

- The Company has contracted with Deloitte Touche Tohmatsu LLC as accounting auditor in accordance with the Companies Act and the Financial Instruments and Exchange Act to perform audits of the Company pursuant to the two laws mentioned above. The continuous audit period by Deloitte Touche Tohmatsu LLC has been 49 years (from the fiscal year ended March 1978 to the fiscal year ended March 2026). The Accounting Auditor conducts financial statement audits and internal control audits from the standpoint of an independent third party. The Company receives reports on audit results, exchanges opinions as appropriate on issues to be considered with regard to internal control, etc., and receives advice on matters for improvement.

The certified public accountants who implemented the accounting audit operations for the Company for the fiscal year ended March 2026 are as follows. The continuous audit period was within the statutory limit for all those involved.

Designated Limited Liability Partner:
(Name of Certified Public Accountant) Susumu Nakamura,
(Name of Audit Corporation) Deloitte Touche Tohmatsu LLC,

Designated Limited Liability Partner:
(Name of Certified Public Accountant) Akiko Fujiharu,
(Name of Audit Corporation) Deloitte Touche Tohmatsu LLC,

The assistants to the accounting audit operations for the fiscal year ended March 2026 consisted of 21 certified public accountants and 30 other personnel.

(Policy and Reason for Appointment of Audit Corporation and Evaluation)

When appointing the audit corporation, the Audit & Supervisory Board receives explanations from Deloitte Touche Tohmatsu LLC on its systems and others and makes the decision by carefully reviewing its reasonability and appropriateness by evaluating the audit corporation in light of opinions made by internal related departments on the appointment of the audit corporation, taking into comprehensive consideration its independence, quality control systems and appropriate team structure to understand the Group's strategies.

(Policies for Dismissal and Decision to Refuse Reappointment of Accounting Auditor)

In cases where the Audit & Supervisory Board has decided it is necessary, including cases where there is an obstacle to the Accounting Auditor's execution of duties, the Audit & Supervisory Board decides on the content of a proposal on the dismissal or the refusal of reappointment of the Accounting Auditor to be submitted to the general meeting of shareholders.

In addition, in cases where there is a fact that is deemed to fall under any of the items provided for in Article 340, Paragraph 1 of the Companies Act in the Accounting Auditor or in cases where the Audit & Supervisory Board has decided that the Accounting Auditor is inappropriate as the Accounting Auditor of the Company because there is a fact similar to these items, including violation of the law, the Audit & Supervisory Board considers the dismissal of the Accounting Auditor and, if the Audit & Supervisory Board has decided that the dismissal is necessary, dismisses the Accounting Auditor based on the consent of all the Audit & Supervisory Board Members.

In this case, an Audit & Supervisory Board Member selected by the Board shall report the dismissal of the Accounting Auditor and the reason for it at the first Ordinary General Meeting of Shareholders convened after the dismissal.

[Policies and Procedures in the Nomination of Director and Audit & Supervisory Board Member Candidates]

1. Policies and Procedures in the Nomination of Director and Audit & Supervisory Board Member Candidates
To allow its Board of Directors to perform appropriate oversight of management and make decisions on important business execution, the Company appoints candidates for Directors and Executive Directors from, in principle, the President, Chief Financial Officer (CFO), Chief Compliance Officer (CCO), and managers with the highest responsibility for their divisions. The Company also appoints several candidates for Outside Directors to make the ratio of Outside Directors one third or more with the goal of strengthening the Board of Directors' oversight of management. The Company appoints those expected to contribute to its management using their extensive knowledge cultivated through experience in their respective fields as Outside Directors.

Based on this policy, the President drafts a proposal on Director candidates. After deliberation and examination by the Governance Committee, the Board makes a decision regarding submission of an appointment proposal to a General Meeting of Shareholders. In addition, if a person proves to lack the required quality or ability needed to execute the job as a Director, after deliberation and examination by the Governance Committee, the Board of Directors makes a decision regarding submission of a dismissal proposal to a General Meeting of Shareholders.

2. Policy and Procedures for Nomination of Audit & Supervisory Board Member Candidates

To ensure that its Audit & Supervisory Board Members properly perform auditing and the audit of management, the Company appoints those with knowledge of the Company's management and with advanced expert knowledge and extensive experience in accounting, financial and legal affairs, risk management and other domains as Audit & Supervisory Board Members candidates. It appoints as Outside Audit & Supervisory Board Members those expected to properly audit and oversee its management from an objective standpoint with the use of their advanced specialist knowledge and extensive experience in different areas. With regard to the policy mentioned above, the President drafts a proposal on the Audit & Supervisory Board Member candidates after discussing with the Standing Audit & Supervisory Board Members, and the Board of Directors makes a decision

regarding submission of an appointment proposal to a General Meeting of Shareholders upon the approval of the Audit & Supervisory Board.

[Summary of Contents of Liability Limitation Agreement]

The Company has entered into a liability limitation agreement with each Director (excluding Executive Directors and those holding similar positions) and each Audit & Supervisory Board Member to limit their liability for damages as outlined under Article 423, Paragraph 1 of the Companies Act in accordance with Article 427, Paragraph 1 of the Act. Limitation on liability for damages under the agreement is set at the minimum liability amounts provided for by laws and regulations. The said liability limitation shall be applied only in cases where such Directors or Audit & Supervisory Board Members performed their duties in good faith and without gross negligence.

3. Reasons for Adoption of Current Corporate Governance System

As a company with Audit & Supervisory Board Members (or an Audit & Supervisory Board), the Company ensures that its Audit & Supervisory Board Members, will fully carry out their managerial monitoring in order to achieve the enhancement of their monitoring and oversight functions and transparency in decision-making. In addition to this corporate governance structure based on managerial monitoring by Audit & Supervisory Board Members, the Company has the Board of Directors, which includes Outside Directors who make up half or more of the board members and one of whom is a female, with the objective of strengthening and improving the effectiveness of management oversight by the Board of Directors and transparency in decision-making. In addition, the Company has established a Special Committee comprising Independent Officers, including Independent Outside Directors, and a Governance Committee consists of a majority of Independent Outside Directors, as voluntary consultative bodies of the Board of Directors.

The Company regards its current Corporate Governance System based on the Audit & Supervisory Board in combination with the Board of Directors in which Outside Directors make up half or more of the members, the Special Committee composed of independent persons, and the Governance Committee in which Independent Directors/Audit & Supervisory Board Members are the main constituent members, as consistent with the Company's basic views on corporate governance stated in I-1 in this report.

III. Implementation of Measures for Shareholders and Other Stakeholders

1. Measures to Vitalize the General Shareholder Meetings and Smooth Exercise of Voting Rights

	Supplementary Explanations
Early Notification of General Shareholder Meeting	The Company discloses or sends the Notification of General Meeting of Shareholders around five days before the statutory date for electronic provision (posting on its website) and mailing.
Scheduling AGMs Avoiding the Peak Day	The Company strives to avoid the date on which it is generally thought that a large number of companies will hold the General Meetings of Shareholders.
Allowing Electronic Exercise of Voting Rights	Since the Ordinary General Meeting of Shareholders in June 2005, the Company has allowed the electronic exercise of voting rights via the Internet. In addition, since the Ordinary General Meeting of Shareholders in June 2018, the Company has introduced a "Smart Exercise," a system that permits users to log in directly to the website to exercise their voting rights using smartphones, without entering a code or password to exercise their voting rights.
Participation in Platform for Exercise of Voting Rights by Electromagnetic Means and Other Measures to Enhance Environment for Exercise of Voting Rights by Institutional Investors	The Company has joined an electronic voting platform (ICJ) since its annual General Meeting of Shareholders held in June 2016.
Providing Convocation Notice (Summary) in English	The Company publishes the abridged English version of the notice of convocation on the same day as the Japanese version on the websites of the Tokyo Stock Exchange, Inc., ICJ and the Company. (The English version of the

	notice of convocation has been published since the Ordinary General Meeting of Shareholders in June 2016.)
Other	To enhance shareholders convenience and ensure sufficient time for proposal review, the electronic notice of convocation is published in advance on our website and on the Tokyo Stock Exchange, Inc.'s TDnet prior to dispatch to shareholders.

2. IR Activities Updated

	Supplementary Explanations	Explanations Given by the Representative
Preparation and Publication of Disclosure Policy	The Company has established its IR Basic Policy. Refer to: IR Basic Policy: https://www.itcenex.com/en/ir/policy/basicpolicy/	—
Regular briefings for individual investors	The Company holds briefings for individual investors about once a year.	No
Regular Investor Briefings for Analysts and Institutional Investors	The Company holds 4 briefings each year. A briefing is held after the full-year results are confirmed and after the quarterly results of the fiscal year are confirmed.	Yes
Posting of IR Materials on Website	The Investors section of the Company's website includes the Company's business results and financial information, earnings reports, timely disclosure materials, notices of General Meetings of Shareholders, integrated reports, and other topical information. Important IR materials are also available in English. https://www.itcenex.com/en/ir/	—
Establishment of Department and/or Manager in Charge of IR	The Company has established the Investor Relations & Finance Section, Finance & General Accounting Department as a body specializing in investor relations, and appointed the officer responsible for IR operations (CFO).	—

3. Measures to Ensure Due Respect for Stakeholders Updated

	Supplementary Explanations
Stipulation of Internal Rules for Respecting the Position of Stakeholders	The Declaration of the Group Code of Conduct provides for relationships with different stakeholders. For details, please refer to: https://www.itcenex.com/en/corporate/mission/
Implementation of Environmental Activities, CSR Activities etc.	<p>1. Sustainability Initiatives</p> <p>The Group formulated a Sustainability Policy in November 2021. The Group has a mission of delivering energy and services as a "The Best Partner for Life and Society" and will aim to improve its corporate value while contributing to the development of a rich life for people and a sustainable society.</p> <p>For details, please refer to: [Sustainability Initiatives] https://www.itcenex.com/en/csr/ [Integrated Report (ENEX REPORT)] https://www.itcenex.com/en/ir/doc/integrated_report/index.html [Information disclosure based on the TCFD recommendations] https://www.itcenex.com/en/csr/environment/climatechange/</p> <p>2. Environmental protection and responses to climate change</p>

	<p>The Group as a whole is working on continuous actions to improve the environment and to implement environmental management. To address climate change, it has set medium- and long-term CO₂ emissions reduction targets for 2030 and 2050. It will thus work to enable all of society to reduce CO₂ emissions and establish a decarbonized society through its business.</p> <p>For details, please refer to: https://www.itcenex.com/en/csr/environment/</p> <p>3. Human Rights</p> <p>The Group has formulated the ITOCHU ENEX Group Human Rights Policy in accordance with its Code of Conduct, the Declaration of the Group Code of Conduct and its Sustainability Policy. It will respect the human rights of all stakeholders affected by its corporate activities and address the negative impact of its business activities on human rights to fulfill its responsibility to increase respect for human rights. For details, please refer to: https://www.itcenex.com/en/csr/social/humanrights/</p> <p>4. Social Contribution Activities</p> <p>The Group is endeavoring to contribute to the enrichment of people's lives and the sustainable development of society by conducting business activities which provide diverse value creation and activities which contribute to society in line with its corporate philosophy.</p> <p>For details, please refer to: https://www.itcenex.com/en/csr/social/contribution/</p> <p>5. Risk management</p> <p>The Group develops risk management systems and methods to address the various risks surrounding it and manage them holistically and individually. The Group aims to achieve business continuity through this management approach and develop robust systems for preventing loss of public trust or damage to its corporate value.</p> <p>For details, please refer to: https://www.itcenex.com/en/csr/governance/riskmanagement/</p> <p>6. Responses to natural disasters and disaster prevention</p> <p>The Group's foremost mission is to provide a stable supply of energy in line with its corporate philosophy.</p> <p>As such, the Group provides infrastructure maintenance capabilities across Japan to ensure that the safe and reliable delivery of energy needed by customers is maintained as far as possible.</p> <p>For details, please refer to: https://www.itcenex.com/en/csr/social/customer-responsibility/index.html</p>
Development of Policies on Information Provision to Stakeholders	The Company has established the IR Basic Policy, and its Declaration of the Group Code of Conduct prescribes that the Company shall maintain close communications with local communities.
Other	<p>Health and productivity management, Occupational Safety and Health</p> <p>The Company creates working environments in which employees can maintain and improve their health and work with peace of mind. It is also promoting Health and Productivity Management so that every employee can work with enthusiasm, motivation, and a sense of fulfillment.</p> <p>Employees are the linchpin of the company's growth. The Company are striving to increase employee motivation and productivity to ensure the vitality of the organization, in our efforts to maximize performance.</p> <p>For details, please refer to:</p>

IV. Matters Related to the Internal Control System

1. Basic Views on Internal Control System and the Progress of System Development Updated

The Company has established a system for ensuring that the execution of duties by directors complies with laws and regulations and the Articles of Incorporation, and that the structure required to ensure the appropriateness of other operations (Internal Control System) is in place as described below. The following is the outline of the Basic Policy on Internal Control System as of June 17, 2026. (The Company's Basic Policy on Internal Control System was decided on at the meeting of the Board of Directors held on May 2, 2006, and its latest revision was made on May 18, 2023.)

1. System for ensuring that the execution of duties by Directors, Executive Officers, employees of the Company, Directors and employees of the Company's subsidiaries, and any other person who is equivalent to those persons (referred to as "Directors, etc." in 4. and 5. below) complies with laws and regulations and the Articles of Incorporation (the first part of Article 362, paragraph (4), item (vi) of the Companies Act and Article 100, paragraph (1), items (iv) and (v)-(d) of the Ordinance for Enforcement of the Companies Act)

(1) Corporate governance

- The Board of Directors shall decide on important matters related to the management and supervise the Directors' execution of their duties in accordance with laws and regulations, the Articles of Incorporation, resolutions of the General Meeting of Shareholders, the Regulations on Decision-Making Authority, the compliance program, the Declaration of the Group Code of Conduct, the Employee Code of Conduct, and the Board of Directors' Regulations.

- Directors shall execute the Company's operations in accordance with laws and regulations, the Articles of Incorporation, resolutions of the Board of Directors, and internal regulations.

- Executive Officers shall be appointed by resolution of the Board of Directors. In accordance with decisions of the Board of Directors, Executive Officers shall execute their duties within the range stipulated in the Regulations on Division of Duties under the command and supervision of the Representative Director and the Director in charge of their division of duties.

- Representative Directors and Directors who are appointed by resolution of the Board of Directors as Directors who are to execute operations must report on the situations of the execution of their own duties to the Board of Directors at least once every 3 months and whenever necessary.

- Audit & Supervisory Board Members shall conduct an audit to check the appropriateness of the execution of duties by the Directors in accordance with the regulations for the Audit & Supervisory Board and the standards for audits by the Audit & Supervisory Board Members.

- In principle, the Company shall dispatch its Directors and Audit & Supervisory Board Members to the subject subsidiaries (Subsidiaries to which the Company directly contributes funds and key subsidiaries to which it indirectly contributes funds and which need direct management, instructions, etc. from the Company; the same applies hereinafter) and establish a system for securing the appropriate business operation of the Company and the Group while respecting the autonomy of each subject subsidiary.

(2) Compliance

- It is stipulated that Directors, Executive Officers and employees shall behave in accordance not only with laws and the Articles of Incorporation but also with the compliance program, the Declaration of the Group Code of Conduct, the Employee Code of Conduct and other relevant rules.

- The Company has appointed a CCO (Chief Compliance Officer) and established a committee relating to compliance and a department that oversees matters concerning compliance. It has also established a compliance program to make efforts to improve compliance, such as the appointment of the compliance managers at each departments, the provision of compliance education and training, the preparation of a compliance manual, the formulation of responses to compliance incidents, the creation of a whistleblowing system and a system under which documents shall be obtained from all Directors, Executive Officers and employees in connection with compliance with the Employee Code of Conduct.

- When employees are aware of any act in violation of a law, ordinance, the Articles of Incorporation, or any internal rule or against social norms, they shall contact the designated internal consulting contacts in accordance with the compliance program. Regarding the whistleblowing system, the Company has established

whistleblowing regulations to protect whistleblowers and ensure an appropriate response action with transparency maintained.

- Under the compliance program, the Company audits and provides guidance to subject subsidiaries for the construction and improvement of compliance systems, for example, with respect to the formulation of their compliance programs, the appointment of compliance managers, the creation of compliance manuals, the determination of response action to be taken in the wake of occurrence of a compliance incident, and the development of a group-wide whistleblowing system with the Company's relevant section and outside consulting contact points, and provides compliance education and training to subject subsidiaries. In so doing, the Company is seeking to raise compliance awareness in the Group.

(3) Development of System for Ensuring Appropriateness of Financial Reporting

- The Company has established accounting regulations, the Group international financial reporting standards (IFRS)-compliant uniform accounting principles and other internal rules, ensures compliance with the accounting standards and other related laws and ordinances and has built an internal structure for securing the legality and appropriateness of financial reporting.

- The Company has established an organization that engages exclusively in internal control and has constructed a mechanism for regularly evaluating and improving the status of the improvement and operation of the internal system for ensuring the appropriateness and other qualities of financial reporting.

(4) Internal Audit

- The Company has installed the Audit Department under the direct control of the President. The Audit Department regularly performs internal audits of overall operations in accordance with the audit regulations, specifically whether or not the laws, ordinances, Articles of Incorporation and internal rules are observed, and whether or not the procedures and details of business execution are appropriate. Subsequently, the department reports the results to the President, the Audit & Supervisory Board Members, and the Board of Directors. It also monitors progress as to whether the points or proposed improvements noted in the internal audit have been improved upon or implemented, and provides follow-up support, such as offering advice as needed.

- The Company defines the overall business activities of its Subject Subsidiaries as being subject to internal audits conducted by the Audit Department. This department pushes ahead with the construction of an Internal Control System for the Group and maintains its close linkage with internal audit bodies inside our Group in an effort to upgrade the quality of audits conducted in our Group.

(5) Basic Policy against Antisocial Forces

- The Company makes group-wide efforts to preclude any relationship with antisocial forces, irrespective of the circumstances.

2. Structure for storage and management of information on exercise of duties by the Company's Directors (Article 100, paragraph (1), items (i) of the Ordinance for Enforcement of the Companies Act)

(1) Storage and management of information

Directors shall appropriately store and manage statutory documents such as minutes of the General Meeting of Shareholders and minutes of the Board of Directors, and documents containing information on the execution of important duties (including electronic or magnetic records; the same applies hereinafter) as well as relevant documents, pursuant to the provisions of the Regulations on Document Management and other internal regulations.

(2) Access to information

Directors and Audit & Supervisory Board Members may have access to the information set forth in the preceding paragraph at any time.

3. Regulations and other systems for management of the risks of loss for the Group (Article 100, paragraph (1), items (ii) and (v)-(b) of the Ordinance for Enforcement of the Companies Act)

In order to deal with market risk arising from changes in commodity markets, foreign exchange rates, interest rates and share prices, credit risk, investment risk, compliance risk, information security risk and various other risks, the Company shall establish an internal committee and a department or division exclusively responsible for the tracking and management of risks of the Company and subject subsidiaries, develop the necessary risk management system and management methods including the establishment of management rules, criteria for approaches, investment criteria, setting of the maximum amount of risks and transactions, and reporting and

monitoring systems, and manage the risks of the Company and subject subsidiaries both comprehensively and individually.

4. System for ensuring efficient execution of duties by Directors of the Company and Directors, etc. of its subsidiaries (Article 100, paragraph (1), items (iii) and (v)-(c) of the Ordinance for Enforcement of the Companies Act)

(1) Various internal committees

For proper and agile decision-making on the execution of their duties, the Company shall establish the Management Advisory Conference as an advisory body for the President, where deliberations are held on the Group's general management policies and business plans and other important matters concerning the execution of their duties, and formulate management benchmarks and business plans, etc. on a consolidated basis. In addition, for the President or the Board of Directors to make decisions in a lawful, fair and efficient manner, the Company shall establish various internal committees where careful deliberations are held on business challenges in each assigned area and that will contribute to the decision-making of the President and the Board of Directors.

(2) Divisional organization system

- The Company shall adopt the divisional organization system where each of multiple divisions operates business in its assigned business domain.

- Chief Operating Officers shall efficiently operate business in accordance with their authority allocated based on the Regulations on Decision-Making Authority and a predetermined business plan.

- Chief Operating Officers shall operate business in the business domain for which they are responsible in accordance with laws and regulations, the Articles of Incorporation, internal regulations and internal criteria. Chief Operating Officers shall manage operations by setting numerical targets for major items on the balance sheet and income statement for each division, verifying the achievement of those targets periodically, and reporting the status of the execution of operations to the Board of Directors.

(3) Clarification of administrative authority and responsibility

The Company shall develop various internal regulations such as the Regulations on Division of Duties, the Regulations on Administrative Authority and the Regulations on Decision-Making Authority, clarify the authority and responsibility of each officer or manager, and build a system that enables the proper and efficient execution of duties.

5. System for reporting matters on the execution of duties by Directors, etc. of the Company's subsidiaries to the Company (Article 100, paragraph (1), items (v)-(a) of the Ordinance for Enforcement of the Companies Act)

The Company shall require subsidiaries to which it directly contributes funds to report important management matters to the Company in accordance with the Group company management regulation. The Company shall also periodically call the presidents of the subject subsidiaries and hold a liaison conference to enhance the business management of the subject subsidiaries.

6. Other system for ensuring that operations of the corporate group that consists of the Company and its parent company and subsidiaries are conducted in an appropriate manner (Article 100, paragraph (1), item (v) of the Ordinance for Enforcement of the Companies Act)

(1) Transactions with the parent company

As is the case with the conditions for general transactions, the Company determines the conditions for transactions or actions with its parent company, in consideration of market prices. For material transactions for which it is impossible to refer to market prices, the Company ensures the appropriateness of transactions through deliberation and examination by the Special Committee, comprising Independent Officers including Independent Outside Directors, prior to approval by resolution at a Board of Directors' meeting attended by Outside Directors and Outside Audit & Supervisory Board Members.

(2) System for management of subsidiaries

- The Company shall assign personnel for supervising the subject subsidiaries to each division and headquarters' Corporate Administration Division and choose the responsible department or section for each subject subsidiary. Each responsible department or section shall conduct business management and provide business guidance for

the relevant subject subsidiary in accordance with the Group company management regulation and other internal regulations.

- For subsidiaries to which the Company indirectly contributes funds, the Company shall require subsidiaries that directly contribute funds to those subsidiaries to manage their business, except as otherwise provided in this policy. That is, the Company shall manage the business of such subsidiaries through its business guidance and the management of the subsidiaries that directly contribute funds to such subsidiaries.

7. Matters concerning employees who are to assist with the duties of the Company's Audit & Supervisory Board Members (Article 100, paragraph (3), items (i), (ii), and (iii) of the Ordinance for Enforcement of the Companies Act)

(1) Appointment of employees assisting Audit & Supervisory Board Members

The Company appoints several employees to assist the Audit & Supervisory Board Members and has the employees serve concurrently with their other posts.

(2) Ensuring of independence of employees assisting Audit & Supervisory Board Members from Directors and effectiveness of directions from Audit & Supervisory Board Members

The command authority over employees assisting Audit & Supervisory Board Members shall belong to the Audit & Supervisory Board Members or the Audit & Supervisory Board to the extent that the auditing services are assisted. Directors, Executive Officers and other employees do not have command authority over employees assisting the Audit & Supervisory Board Members. The prior consent of full-time Audit & Supervisory Board Members is required for decisions on personnel changes, personnel evaluation, disciplinary punishment, etc. of such employees assisting the Audit & Supervisory Board Members.

8. System concerning reporting to the Company's Audit & Supervisory Board Members (Article 100, paragraph (3), items (iv) and (v) of the Ordinance for Enforcement of the Companies Act)

(1) Attendance at important meetings

Audit & Supervisory Board Members may attend the Board of Directors as well as the Management Advisory Conference and other important meetings, hear the status of the execution of duties by Directors, Executive Officers and employees from them and inspect relevant documents in accordance with auditing plans and the assignment of duties determined by the Audit & Supervisory Board.

(2) Duty to report of Directors, Executive Officers and employees

- Directors, Executive Officers, Chief Operating Officers of the sales divisions and Corporate Administration Division, etc. shall report the status of execution of their own duties to the Audit & Supervisory Board Members upon the request of the Audit & Supervisory Board or the Audit & Supervisory Board Members.

- Other than the matters stipulated by laws and regulations, Directors shall report the following matters to the Audit & Supervisory Board Members immediately in each case:

a) Content of decision, etc. that could affect the finance and business significantly (non-consolidated basis and consolidated basis)

b) Content of announcement of business results and earnings forecasts (non-consolidated basis and consolidated basis)

c) Business plans, financial plans, and status of compliance

d) Content and results of internal audits (important matter)

e) Status of provision of information based on the whistle-blowing system

f) Content of administrative dispositions

g) Other cases where an event that greatly affects the Company management occurred or is expected to occur, such as significant losses

h) Matters requested by Audit & Supervisory Board Members, other than those set forth in the preceding items

(3) Report by Executive Officers and employees

Executive Officers and employees may report the following matters directly to the Audit & Supervisory Board Members.

a) Fact that could cause significant damage to the Company

b) Fact of any material violation of laws and regulations or the Articles of Incorporation

(4) Report on subsidiaries

The Company shall periodically report the results of internal audits for the subject subsidiaries and the operational status of the Group's whistle-blowing system to the Audit & Supervisory Board Members. The Audit & Supervisory Board Members shall hold meetings of the Group's Audit & Supervisory Board and receive reports on the status of compliance, etc. among the subject subsidiaries from the Audit & Supervisory Board Members of the subject subsidiaries.

(5) Prohibition of disadvantageous treatment

The Company shall prohibit any person from treating disadvantageously a person who made a report to the Audit & Supervisory Board Members due to the provision of this report, and shall communicate and inform the Group of the prohibition.

(6) Report from subsidiaries

Directors and Audit & Supervisory Board Members of subsidiaries may directly report matters, including facts that could cause significant damage to the subsidiaries, to the Company's Audit & Supervisory Board Members.

9. Other system for ensuring that audits by the Company's Audit & Supervisory Board Members are implemented effectively (Article 100, paragraph (3), items (vi) and (vii) of the Ordinance for Enforcement of the Companies Act)

(1) The Audit Department's cooperation with Audit & Supervisory Board Members

The Audit Department shall deliberate on an internal auditing plan for each fiscal year with the Audit & Supervisory Board Members and seek close exchanges of information and cooperation, for example by holding periodic meetings to discuss and exchange views on the results of internal audits, findings and recommendations, etc. The Audit & Supervisory Board Members and the Audit Department shall also seek cooperation with the Accounting Auditors.

(2) Policy on treatment of audit costs

The Company shall secure a certain amount of budget every year to cover audit costs. In addition, the Audit & Supervisory Board Members may use attorneys at law, certified public accountants, consultants and other external professionals in their own right if deemed necessary in the implementation of audits.

To ensure the appropriate operation of the Internal Control System, the Company has adopted a system where the Internal Control Committee examines the status of the establishment and operation of the Internal Control System every 6 months with regard to each of the items set forth in the basic policy. The results of deliberations by the Internal Control Committee are also reported to the Board of Directors, which conducts the final evaluation of the status of the establishment and operation of the Internal Control System. The Company constantly reviews the Internal Control System to carry out continual improvements to it in its efforts to build a more appropriate, efficient system. At the Board of Directors' meeting that took place on April 30, 2026, the Company evaluated the status of the establishment and operation of the Internal Control System in the fiscal year ended March 2026 with regard to each of the matters set forth in the basic policy. As a result, the Company confirmed that there were no serious defects or flaws.

2. Basic Views on Eliminating Anti-Social Forces

The Company makes group-wide efforts to preclude any relationship with antisocial forces, irrespective of the circumstances. The Declaration of the Group Code of Conduct explicitly provides for this policy. The Company constantly strives to construct and maintain close collaborative relationships with outside specialist organizations and others and encourages the inclusion of the clause for the elimination of organized crime groups in contracts in order to prepare itself for swift action in response to unexpected circumstances.

V. Other

1. Adoption of a Takeover Response Policy (Anti-Takeover Measures)

Adoption of a Takeover Response Policy (Anti-Takeover Measures)	Not Adopted
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Supplementary Explanation

None

2. Other Matters Concerning the Corporate Governance System

[Timely Disclosure System]

1. Basic Policy on Timely Disclosure

In accordance with the rules for timely disclosure prescribed by Tokyo Stock Exchange, Inc., the Company has a basic policy of making the timely and appropriate disclosure of material information to investors for their appropriate investment decisions.

2. Actions Toward Construction of Timely Disclosure System

The Company has the Investor Relations & Finance Section, Finance & General Accounting Department, which engages in disclosure operations, as a controlling organization for collecting information concerned with timely disclosure information. For the purpose of increasing accuracy in decision-making on disclosure, the Company established a Disclosure Committee in FY 2005 consisting of those in charge of several departments. The Company discloses timely disclosure information pursuant to the rules for timely disclosure of the stock exchange mentioned above via the timely disclosure system provided by the said stock exchange, which is known as the Timely Disclosure Network, or TDnet. The information provided for TDnet is also published on the Company's website at the same time, although the publication of the information on the website may be delayed due to the preparation. Accordingly, for the purpose of viewing information disclosed by the Company, it is advisable to refer to TDnet and other information sources in addition to the Company's website.

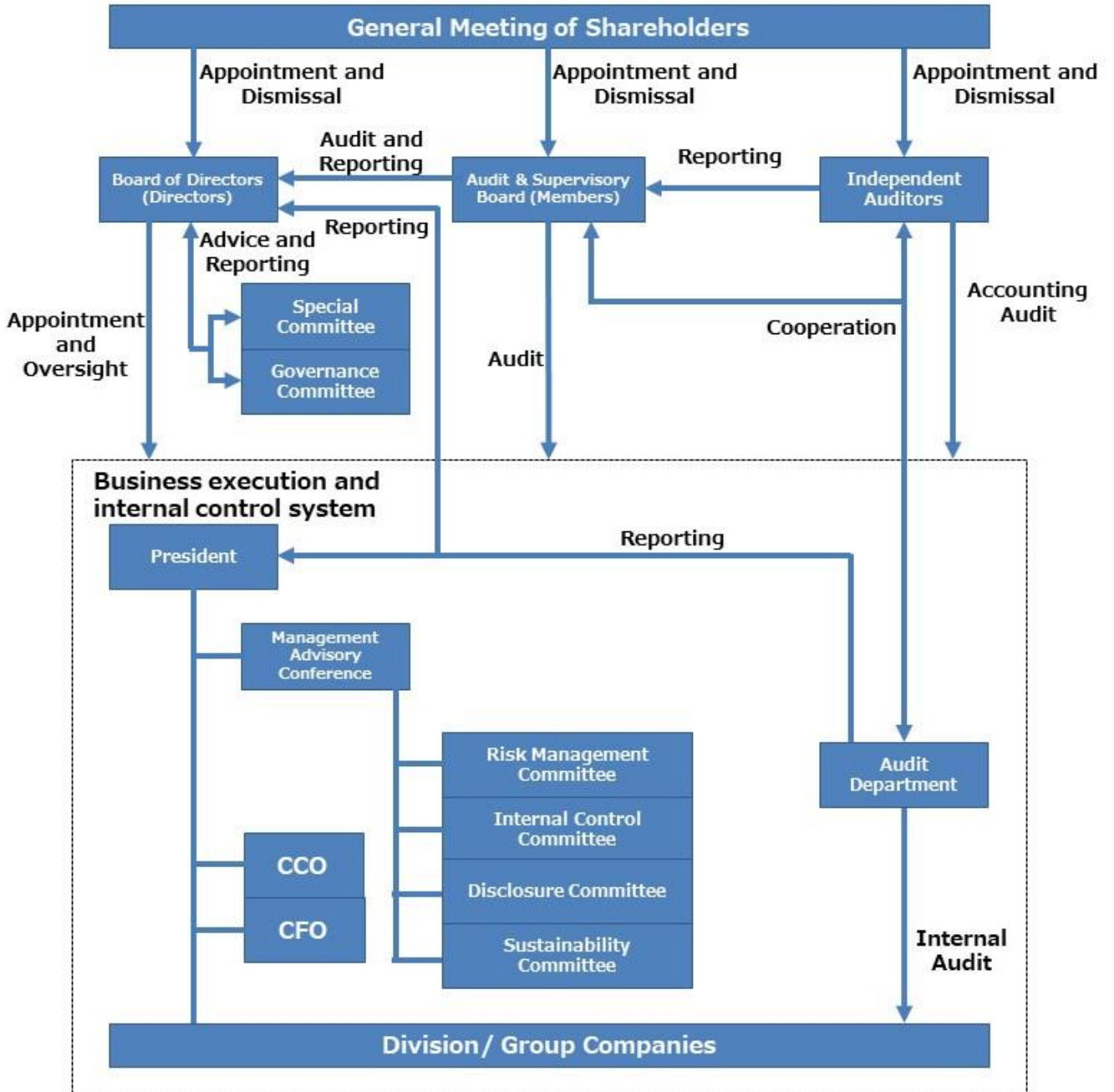
3. Status of Providing Investors with Opportunities to Obtain Information Impartially and Readily

For the purpose of providing opportunities to obtain important information on the Company impartially and readily, it not only makes timely disclosure in compliance with the rules for timely disclosure of the stock exchange mentioned above, but also publishes the information on its website and by other means in a bid to implement more positive and impartial information disclosure.

(Reference Material 1)

Corporate Governance System

***Business execution, internal control, managerial monitoring and risk management system, etc.**



(Reference Material 2)

Skills Matrix of Directors and Audit & Supervisory Board Members

		Management in General	Corporate		Sales	Priority Areas for Realizing the Medium-term Business Plan			Others
			Finance and Accounting Risk Management	Legal Affairs and Internal Control Compliance	Sales and Marketing	SDGs Sustainability	HR and Labor HR Development	Business Investment	Internationality
Director	Nobuyuki Tabata	◎							
	Kunio Nishimura	○			○		○		
	Satoshi Watanabe	○	○			○			
	Tetsuya Yamada	○						○	○
Outside Director	Takuya Morikawa	○			○			○	
	Chie Sato	○					○		○
	Shozo Tokuda	○	○	○					
	Taketoshi Hosoya	○			○			○	
Audit & Supervisory Board Member	Ryohei Suda	○				○		○	
	Yasuhiro Imazawa	○	○			○			
Outside Audit & Supervisory Board Member	Masako Iwamoto	○		○			○		
	Sonoko Kajiyama	○	○						○

Notes:

Our approach to presenting skills and areas of expertise is as follows. The table above shows the skills and areas of expertise that are particularly expected of each Director and Audit & Supervisory Board Member, and does not represent all their skills and areas of expertise.

- The “◎” is limited to “Management in General” and indicates Representative Directors (including officers who have experience) of the Company who are responsible for overall management.
- The “○” indicates the areas in which each particular Director or Audit & Supervisory Board Member can be expected to provide valuable advice for or supervision of the executive department.